

1 The Transylvania County Board of Education (the “board”) recognizes the importance of
2 establishing a clear contractual relationship with teachers employed by the school system. All
3 teacher employment contracts entered into by the board will meet the requirements of state law
4 and State Board of Education policy. Nothing in this policy is intended to grant or confer any
5 employment rights beyond those existing in law.
6

7 For the purposes of this policy, the term “teacher” is defined as a person who meets the
8 requirements of G.S. 115C-325.1(6). An individual who is employed under a part-time teacher
9 contract (less than 100%) or employed under a temporary teacher contract does not meet this
10 definition of teacher; however, the board’s performance expectations established in this policy
11 apply to such individuals.
12

13 **A. TEACHER PERFORMANCE EXPECTATIONS**

14
15 Teachers are responsible for facilitating student learning in a safe and orderly
16 environment in which students become college and career ready. Teachers must be
17 familiar with the current statewide instructional standards for their teaching assignment
18 and able to teach the curriculum effectively. The board expects teachers to meet all
19 performance standards established by the board, the superintendent or designee, state law,
20 and State Board of Education policy and to pursue professional development as provided
21 in policy 1610/7800, Professional and Staff Development. Employment contracts for
22 teaching will be granted or renewed only for individuals of proven ability who strive for
23 excellence.
24

25 **B. SUPERINTENDENT’S RECOMMENDATION**

26
27 The board will employ teachers upon the recommendation of the superintendent. The
28 superintendent is expected to be able to substantiate with supporting information any
29 recommendation for a new or renewed contract for an applicant or current teacher. The
30 superintendent’s recommendation for a new or renewed contract must include the length
31 of the term of the contract, which must be consistent with state law and board
32 requirements as described in Section C, below. The board will follow a recommendation
33 of the superintendent regarding the length of the contract that is consistent with law and
34 this policy unless specific circumstances justify offering the teacher a contract of a
35 different term. In considering the superintendent’s recommendation, the board may
36 review any information that was in the teacher’s personnel file at the time of the
37 superintendent’s recommendation or was added to the teacher’s file, with the proper
38 notice to the teacher, prior to the board’s decision.
39

40 **C. DETERMINATION OF CONTRACT LENGTH**

41
42 This section applies when the superintendent has decided to recommend that the board
43 offer a teacher a new or renewed contract. For information regarding a decision by the

44 superintendent not to recommend that the board offer a teacher a renewed contract, see
45 policy 7950, Non-Career Status Teachers: Nonrenewal.

46
47 ~~[Four options for determining the length of teacher contracts are provided below.
48 The options vary in the level of detail provided; the length of contracts that will be
49 offered; and the manner in which the length of a teacher's contract will be
50 determined. The board should select one of the options as a starting point and, in
51 consultation with the board attorney, modify it as needed to suit local preferences.
52 Alternately, the board, in consultation with the board attorney, could develop a
53 different approach altogether. Refer to the footnoted version of this policy for
54 information on customizing the provisions of each option.~~

55
56 ~~Delete the options not selected before adopting this policy. Also, delete the
57 bracketed text.]~~

58
59 ~~[OPTION ONE—Uniform Contract Length]~~

60 ~~A new or renewed contract will be for a term of one school year for teachers who have
61 been employed by the board as a teacher for less than three years. For teachers who have
62 been employed by the board as a teacher for three years or more, a new or renewed
63 contract will be for a term of [insert number] school years, unless the superintendent or
64 board determines that a longer or shorter contract is justified on the basis of criteria
65 established by the board or by the superintendent and approved in advance by the board.
66 In no case, however, may a teacher be recommended for a contract with a term longer
67 than one school year unless the teacher has received a rating of at least “proficient” on all
68 standards on the two most recent annual evaluations preceding the contract offer.~~

69
70 ~~[OPTION TWO—Uniform Contract Length Based on Years of Employment]~~

71 ~~A new or renewed contract will be for a term of one (1) school year for teachers who
72 have been employed by the board as a teacher for less than three (3) consecutive years
73 immediately preceding a further contract offer. For teachers who have been employed by
74 the board as a teacher for three (3) or more consecutive years immediately preceding a
75 further contract offer and who are in good standing, a new or renewed contract will be for
76 a term of two (2) school years. After a teacher has completed a two (2) year contract,
77 subsequent contracts will be for a term of four (4) school years if the teacher is in good
78 standing at the time of the contract offer.~~

79
80 ~~A teacher will be considered in good standing for purposes of this policy if: (1) the
81 teacher received a rating of at least “proficient” on all standards of the teacher evaluation
82 instrument on the two most recent annual evaluations; (2) the teacher is not currently on a
83 monitored or directed growth plan, mandatory improvement plan, or corrective action
84 plan and has not been on any such plan at any time during the current or previous school
85 year; (3) the teacher has not received any of the following during the current or previous
86 school year: a demotion, a suspension without pay, a written reprimand or other
87 disciplinary action, aside from a written warning, or a written reprimand, warning, or~~

88 ~~other disciplinary action~~ that is documented in the teacher's official personnel file; and
89 (4) there is no other relevant performance or conduct information in the personnel file
90 that would support a decision to disqualify the teacher from a multi-year contract. If
91 renewed, a contract for a teacher who is not in good standing may be for a term of one (1)
92 year only.

93
94 **~~[OPTION THREE—Flexible Contract Length Based on Policy Criteria]~~**

95 ~~A new or renewed contract will be for a term of one school year unless the teacher meets~~
96 ~~the following criteria for a two-year or four-year contract.~~

97
98 1. ~~To be recommended for a two-year contract, a teacher must:~~

99
100 a. ~~have been employed by the board as a teacher for at least three years;~~

101
102 b. ~~have received a rating of at least “proficient” on all standards on the two~~
103 ~~most recent annual evaluations;~~

104
105 c. ~~not be on a monitored or directed growth plan, mandatory improvement~~
106 ~~plan, or corrective action plan currently and not have been on any such~~
107 ~~plan at any time during the current or previous school year;~~

108
109 d. ~~not have received any of the following during the current or previous~~
110 ~~school year: a demotion, a suspension without pay, or a reprimand,~~
111 ~~warning, or other disciplinary action that is documented in the teacher's~~
112 ~~official personnel file; and~~

113
114 e. ~~not have other relevant performance or conduct information in his or her~~
115 ~~personnel file that would support a decision to disqualify the teacher from~~
116 ~~a multi-year contract.~~

117
118 2. ~~To be recommended for a four-year contract, a teacher must:~~

119
120 a. ~~have been employed by the board as a teacher for at least five consecutive~~
121 ~~years;~~

122
123 b. ~~meet the criteria for a two-year contract; and~~

124
125 c. ~~possess at least one of the following qualifications:~~

126
127 i. ~~have received a rating of at least “accomplished” on a majority of~~
128 ~~the standards on the evaluation instrument in the most recent~~
129 ~~annual evaluation;~~

130
131 ii. ~~be licensed in an area in which the school system is experiencing~~

132 ~~difficulty recruiting qualified applicants or that is otherwise in high~~
133 ~~demand, as determined by the superintendent or designee;~~

134
135 ~~iii. — be licensed in multiple areas;~~

136
137 ~~iv. — be National Board for Professional Teaching Standards (NBPTS)~~
138 ~~certified;~~

139
140 ~~v. — have earned a master’s degree or higher in an area deemed relevant~~
141 ~~to the teacher’s professional role by the superintendent or~~
142 ~~designee;~~

143
144 ~~vi. — be currently serving in an advanced leadership role, such as mentor~~
145 ~~teacher, — department chair, — grade level chair, — or — school~~
146 ~~improvement team member; or~~

147
148 ~~i. — be currently performing extra-duty services as described in policy~~
149 ~~7405, — Extracurricular and Non-Instructional Duties, — such — as~~
150 ~~serving as a coach or a faculty sponsor for a student extracurricular~~
151 ~~club.~~

152
153 **~~[OPTION FOUR — Extended Two-year Contract]~~**

154 ~~A new or renewed contract will be for a term of one school year for teachers who have~~
155 ~~been employed by the board as a teacher for less than three years.~~

156
157 ~~For teachers who have been employed by the board as a teacher for at least three years~~
158 ~~and who are in good standing, a new or renewed contract will be for a term of two school~~
159 ~~years. A teacher will be considered in good standing for the purposes of this policy if:~~
160 ~~(1) the teacher received a rating of at least “proficient” on all standards of the teacher~~
161 ~~evaluation instrument on the two most recent annual evaluations; (2) the teacher is not~~
162 ~~currently on a monitored or directed growth plan, mandatory improvement plan, or~~
163 ~~corrective action plan and has not been on any such plan at any time during the current or~~
164 ~~previous school year; (3) the teacher has not received any of the following during the~~
165 ~~current or previous school year: a demotion, a suspension without pay, or a written~~
166 ~~reprimand, warning, or other disciplinary action that is documented in the teacher’s~~
167 ~~official personnel file; and (4) there is no other relevant performance or conduct~~
168 ~~information in the personnel file that would support a decision to disqualify the teacher~~
169 ~~from a multi-year contract. If renewed, a contract for a teacher who is not in good~~
170 ~~standing may be for a term of one year only.~~

171
172 ~~The superintendent may recommend that a teacher in good standing who is employed on~~
173 ~~a two-year contract be offered a one-year extension at the end of the first year of the~~
174 ~~contract. The term of the extension will be for one year only. A teacher granted a one-~~
175 ~~year extension will continue to be eligible for another one-year extension each~~

~~succeeding year unless the superintendent determines that the teacher is no longer in good standing. If the superintendent does not recommend a one-year extension at the end of the first year of the contract, at the end of the term of the contract the superintendent may recommend that the board offer the teacher a one-year contract or may recommend nonrenewal of the teacher's contract, but may not recommend that the board offer the teacher a two-year contract. A decision not to recommend a one-year extension will be considered cautionary notice to the teacher that his or her performance requires improvement.~~

D. DISMISSAL AND NONRENEWAL

This policy is not intended to limit the superintendent's discretion to recommend dismissal, demotion, a shorter contract length, or nonrenewal of any teacher for any basis allowed by law, including but not limited to reduction in force due to school system reorganization, decreased enrollment, reduced funding, or other budgetary issues as described in board policy 7920, Reduction in Force: Teachers and School Administrators.

Any employee who does not meet the performance or other standards of the board, the standards of state law or the State Board of Education, or the terms of the employment contract may be subject to demotion or dismissal, as provided in policy 7930, Professional Employees: Demotion and Dismissal, or to nonrenewal, as provided in policy 7950, Non-Career Status Teachers: Nonrenewal.

Legal References: G.S. 115C-36, -47(18), -325.1, -325.3 through -325.13; S.L. 2013-360; State Board of Education Policy BENF-009

Cross References: Professional and Staff Development (policy 1610/7800), Hearings Before the Board (policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of Licensed Employees (policy 7810), Reduction in Force: Teachers and School Administrators (Policy 7920), Professional Employees: Demotion and Dismissal (policy 7930), Non-Career Status Teachers: Nonrenewal (policy 7950)

~~The Transylvania County Board of Education (the "board") recognizes the importance of establishing a clear contractual relationship with teachers employed by the school system. All teacher employment contracts entered into by the board will meet the requirements of state law and State Board of Education policy. For the purposes of this policy, the term "teacher" is defined as a person who meets the requirements of G.S. 115C-325.1(6). An individual who is employed under a part-time teacher contract does not meet this definition of teacher; however, the board's performance expectations established in this policy apply to such individuals.~~

~~Employment contracts for teaching will be granted or renewed only for individuals of proven ability who strive for excellence. Teachers should be familiar with the current statewide instructional standards for their teaching assignment and able to teach the curriculum effectively. The board expects teachers to facilitate student learning and effectively carry out the~~

219 responsibilities of providing for a safe and orderly environment in which students learn and
220 become college and career ready.

221
222 The board will employ teachers upon the recommendation of the superintendent. The
223 superintendent is expected to be able to substantiate any new contract or renewed contract
224 recommendation with data from the selection process for an applicant (see policy 7100,
225 Recruitment and Selection of Personnel) and with evaluation data for a current teacher (see
226 policy 7810, Evaluation of Licensed Employees). The superintendent's recommendation for a
227 new or renewed contract must include the length of the term of the contract. For more
228 information regarding a decision by the superintendent not to recommend that the board offer a
229 teacher a renewed contract, see policy 7950, Non-Career Status Teachers: Nonrenewal.

230
231 If the board is not satisfied that an applicant or employee has met the standards established by
232 the board, initial or continued employment will be denied, following any statutorily prescribed
233 procedures.

234
235 A teacher who has or obtains a contract with the school system is expected to strive for
236 excellence, meet all performance standards established by the board, state law, and State Board
237 of Education policy, and pursue professional development as provided in policy 1610/7800,
238 Professional and Staff Development. Any employee who is unable or unwilling to meet
239 reasonable standards of the board, the standards of state law or the State Board of Education, or
240 the terms of the employment contract may be subject to demotion or dismissal, as provided in
241 policy 7930, Professional Employees: Demotion and Dismissal.

242
243 Legal References: G.S. 115C 36, 47(18), 325.1, 325.3 through 325.13; S.L. 2013 360; State
244 Board of Education Policy BENF-009

245
246 Cross References: Professional and Staff Development (policy 1610/7800), Hearings Before the
247 Board (policy 2500), Recruitment and Selection of Personnel (policy 7100), Evaluation of
248 Licensed Employees (policy 7810), Professional Employees: Demotion and Dismissal (policy
249 7930), Non-Career Status Teachers: Nonrenewal (policy 7950)

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253 Revised: [DATE]

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